

Begunto For Posting



Pamphleting:

The first pamphleting saw 9 of us out at HQ to launch the new pamphlet at lunch time. After that we went to Nihombashi to pamphlet. 150 distributed were distributed on that day with President Hiraga of Nambu.

At Nihonbashi a facebooker wanted photos for her blog after she got the pamphlet.

Second Pamphleting was at Yurakucho and Nihonbashi. We had another good turn over at lunchtime. While we were in Nihonbashi one of the people who took a pamphlet gave it to a co-worker who works a block away at an economic journal. He contacted the union for an interview. The presidents of NUGW Nambu, Hiraga and Begunto, Kennedy met with the journalist.

The third pamphleting was done the following Monday at Hamamtsucho and Shinagawa. Fewer people took pamphlets but more people stopped to read the "Berlitz doesn't pay wages. It got a lot of people talking. Some even came back and asked for copies.

Pamphleting does have an impact. Come out and help and see for yourself.

If you are interested in joining the next one, contact begunto1@yahoo.com and let us know.

We will let you know when the interview in the magazine comes out.

President Meeting

President Matsuo and Mr. Mullen with a translator met with NUGW Hiraga and Begunto Kennedy for a one unit meeting. Mr. Matsuo wanted to explain his 3 year plan that he has for Berlitz.

It had three main themes:

- 1) Back to basics - Berlitz needs to rediscover itself.
- 2) Renewals - get students to take more lessons.
- 3) Focus on the 20-30 year old market which is our weakest.

Then we were shown some numbers. Basically while our numbers have remained about the same for lesson being bought and taught, the amount of red ink has been increasing. It seems that Berlitz is much deeper in the red than in other years. It was not explained as to why. The year in question saw 4 presidents: Masumoto, Suhara, Harada and Matsuo. There is a lot more advertising. But none of these items are due to the instructors. If MGT needs to synch up their belts it should be done at the HQ level. At CB members made it clear they thought HQ was top heavy.

The end of the meeting Mr. Mullen said they would be releasing a memo stating the March 18 change over to working in break was going to be suspended because the company wants to wait until Begunto agrees to the change over.

MI floating schedules

send an email to the MI and Mr. Mullen and cc begunto1@yahoo.com.

It was reported to the union that a teacher told the MI not to float contract lessons. The MI called the instructor "selfish."

How is insisting on a legal right being selfish? When the instructor informed the MI the union had been contacted, the MI stopped floating the contract.

It is very simple, your 40 units a week should be set. If there are not enough lessons in contract time you can be traveled or given offices or methods to fill that. We have an LMA that specifies 40/40 instructors should be getting 5 non teaching units per week. That frees up other lessons that the company website advertises to new hires. But PL lessons dry up when you float contract. Think about it. You have the right to say stop floating me.



And while on the subject, your contract is 40/40 it means 40 lessons in the same week. Your MI cannot come up and say, "this week you might only teach 36 and we will make it up next week with you teaching 44 so it will average out." Wrong! If you only have 36 in one week, that's all you need to do. the rest of the time can be filled with methods or non teaching units or breaks in contract. If your MI gives you grief, cc Mr. Mullen at HQ with a cc to begunto1@yahoo.com.

CB Feb 15, 2016

We met with HQ for CB again. Having submitted Shunto demands on Feb 3rd we thought they would have a response as many of the demands are the same. That was not to be.

MGT did make the following concessions for the 50/60. Initially they sounded good and we applaud MGT for starting to make some movement in negotiating.

The offer was:

- 1) Quarterly exec meetings would restart.

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- 2) The president of Berlitz would meet with Union execs 2x a year
- 3) There would be a raise in the ceiling for RANK instructors.

First impressions were very good. However feedback from members was lukewarm.

Why is MGT offering us quarterly meetings that they promised to restart once all the 2012 LMA issues were finished and signed? #1 isn't really an offer, it should already be in effect if MGT sticks to what they promised back in 2012.

#2 is good. Contact with the president and CEO of Berlitz is a step in the right direction. But it is a move that doesn't cost the company much.

#3 is a problem. There are Performance instructors who maxed out in 2011 and haven't seen a pay increase. Their ability to earn more with PL will disappear when the 50.60 starts. The Rank teachers who maxed out will also not see a retroactive increase. It will only apply from this year. There is nothing for seniority teachers. In effect the offer is a very small one because it is only offered to Rank teachers in the Union who maxed out. It will cost the company next to nothing. But it is a baby step in the right direction.

The other point in CB was Berlitz lawyers were to do homework we gave them about telling us what type of activities would be acceptable to ask: please fill out a report, please tel us about this student in the group, etc. seemed to be a task too hard to do. MGT claimed they had no idea, even after being reminded we sent in a list in June of 2014 asking MGT to tell us which tasks were to be done in class, before the bell and after the bell, the lawyers still were unable to process this into action.

For example, could an MI say "You will be prepared and stand waiting in front of the door before the bell rings." When MGT said that would never be the case a few teachers said they could think of an MI or two who would try to pull that.

MGT and Lawyers did want to specify any work we were discussing was for the future and not for the case in court for back wages. We think they understand just fine.

Next CB is March 7, 11:30 to 1:00 Shinjuku

If you plan to attend, let begunto1@yahoo.com know by thursday before the meeting.

Next Court date March 17, 2016 at Kasumigaseki at 4:30 pm Thursday. The Judge will meet us and possibly start testimony as this is summary court it goes faster than civil court processes.

We will meet on the 13th floor in front of the 11th District office and then head down to the 12th floor. If you have never been to a court session, you should come and see.

Delay of change over

There are teachers who still do not understand what is going on with the change over that Berlitz has unilaterally started.

The union through employee action demanded that work in student break time be recognized and paid.

MGT instead of paying us a flat rate of 12.5% increase decided to lower units so employees will make the same money instead of getting paid for what they already do.

The change over has been delayed three times.

The union insists on being paid for work done in unpaid time, MGT does not recognize our work done on a student break. For background please refer to the lawsuit primer sent out last month.



Back in 2007 MGT was telling the union that you needed to be prepared for class before the bell rings. Now they are claiming you can grab an iPad and log in as the bell rings and be ready to teach straight away. The reason shift is because the union pointed out work is work whether you make us do it in break or in class, it should be recognized and paid.

Managers of Instruction can form their own union

Recently the union has been hearing about MI not being happy with current events.

Managers of Instruction Can Unionize

According to Berlitz lawyers at the Jan. 28, 2013 Shunto Collective Bargaining. MGT held to "no position on the subject" but said MGT does not tell IS/MI they cannot join a union. Those wishing to inquire can contact National Union of General Workers (NUGW) Nambu, which is our parent union or Begunto1@yahoo.com.

We are anxiously waiting to see what the new pay scales will be for this year.

